

Accomplishments:

- Supported the development of Rights of Juvenile Defendants Video for use in juvenile courts (English and Spanish version – prior to 2008)
- Supported the development of the Spanish Probation Order (prior to 2008)
- Hired a DMC Coordinator (January 16, 2008)
- Developed and submitted minority youth scenarios to Peace Officer Standards and Training (POST) to train new cadets. The purpose is to increase awareness of diverse cultures in our community. (August 22, 2008)
- Developed and submitted “Community Relations” Curriculum to POST to train new cadets. The Curriculum’s goal is to provide officers with tools to effectively protect, communicate, and partner with the diverse communities they serve. The Community Relations was submitted and approved by POST Council for permanent use effectively July 1, 2010.
- In addition, the following are outline and progress made on specific items by the Subcommittee during the year of 2009:

FY09 Activity	Progress
1. Collect RRI Data and convert RRI data into narrative form	FY08 data was collected, analyzed, and converted in narrative form. The data was used for the 2009 DMC Annual Retreat on November 12, 2009. FY08 data helped guide the 2010 DMC Reduction Plan. This effort will continue on a yearly basis when the new RRI becomes available. FY09 data was just made available in time for submission with this report. However, the data has not yet been analyzed and converted to narrative form. This will occur later in the spring of 2010. It will be used for the 2010 DMC Annual Retreat and will guide 2011 DMC Reduction plan.
2. Conduct further research to identify causes of disproportionate minority representation in Utah’s Juvenile Justice System.	<p>The Data Analysis Working Group was formed and has completed revision of data definitions, calculation of RRI with new definitions, and continues to monitor and study data sources for quality assurance. This is on-going effort.</p> <p>In 2009, the Working Group re-analyzed data from the previous two years, FY06 and FY07, to align with FY08 data, which gave the Subcommittee the three year trends. This information was put into narrative form. The Subcommittee used this information to create a four page handout used in presentation to “professional communities.” The three year trends data strengthened the Subcommittee’s position to raise awareness about DMC.</p>
3. Monitor the entry of racial data in the CARE (Court Agencies’ Records Exchange)	The Data Analysis Working Group was formed and has been working closely with the Administrative Office of the Courts to improve this data. The CARE system requires

<p>system. The goal is to reach 90% reporting of racial data in the CARE system, reducing the number of “Cannot Determine” entries to less than 10%.</p>	<p>input of race and ethnicity. Procedures are in place to train front-line workers. It is anticipated that the “Cannot Determine” count will decrease to less than 10%. FY08 reported 6.9% missing the racial/ethnicity information. The Court generates quarterly reports with individual reporting and each district’s percentage. The Court will work with those who have higher percentages of not reporting race/ethnicity to improve collection of this data. The Working Group will receive the general report on the quarterly basis.</p>
<p>4. Gather data to determine the number of minority youth participating in Formula Grant projects.</p>	<p>All sub-grantees are required to report the ethnicity of participants in their program quarterly. This report consists of information regarding participant’s race and ethnicity, age, etc. In addition, UBJJ also funds an on-going project with the University of Utah Criminal Justice Center to conduct an outcome evaluation of each program. The survey captures participants who complete the program. The report generated by this survey offers a more in-depth look the content of the program as opposed to the generalized outputs.</p>
<p>5. Identify key players, stakeholders and form a DMC Working group in Utah County. Work with the Group to create a Diversion Plan for Utah County that will increase the utilization of diversion rate for Hispanic youth to 30 per 100 referrals.</p>	<p>A total of three meetings were conduct in Utah County up to January 2010. The Trial Court Executive of the 4<sup>th</sup> District, Diversion Supervisor and Staff, and Probation Chief attended a presentation of the DMC information (<i>the handout created by the DMC Message Working Group; information included JJDP Act, Organizational Chart, FY08 Data, Three Year Trends, as well as the Subcommittee’s strategy to address diversion in identified counties</i>). The Subcommittee also partnered with Susan Burke, Assistant Juvenile Court Administrator, to detail the non-judicial process in Utah County. Discussion included mapping of the non-judicial process, diversion classes and measurement of its effectiveness, communication with parents, policy practice, staffing, and language barriers.</p> <p>As a result of this meeting, representatives from Utah County agreed to re-draft the non-judicial letter to parents with non-legal terms, print it in English and Spanish, discuss a possible policy change to gang related charges, and measure the effectiveness of Spanish speaking staff members as rather than teaching diversion classes in Spanish. The DMC Subcommittee will conduct diversion assessment study and update DMC data when appropriate.</p>
<p>6. Identify key players, stakeholders and form a DMC Working group in Weber</p>	<p>A total of three meetings were conduct in Weber County through October 2009. The Trial Court Executive of the 2<sup>nd</sup> District, Diversion Supervisor and Staff members, and</p>

<p>County. Work with the Group to create a Diversion Plan for Weber County that will increase the utilization of diversion for Hispanic and White youth to 30 per 100 referrals.</p>	<p>Probation Chief attended a presentation of the DMC information. The Subcommittee also partnered with Susan Burke, Assistant Juvenile Court Administrator, to detail the non-judicial process in Weber County. Discussion included mapping of the non-judicial process, diversion classes and measurement of its effectiveness, communication with parents, and policy practice.</p> <p>As result of the meeting, representatives from Weber County agreed to work with 4<sup>th</sup> District for possible use of the re-drafted non-judicial letter to parents with non-legal terms, in English and Spanish. The DMC Subcommittee, will conduct a diversion assessment study and update DMC data when appropriate. It was suggested that a diversion study look at how undocumented youth effect the court, policy practice of status offenders (truancy policy), peer court, and how the State's detentions facility impact diversion decisions in their jurisdiction. The Subcommittee will come back with assessment study suggestion as well as updated RRI.</p> <p>Possible collaborative work between the two districts to draft the non-judicial letter that will be proposed for use statewide by their Chief Probation Officers.</p>
<p>7. Raise awareness of DMC issues among "professional communities"</p>	<p>Established DMC Message Working Group to identify groups, organizations, and stakeholders who are decision makers that impact DMC. The Working Group created a handout and PowerPoint presentation. The handout included JJDP Act, Organizational Chart, FY08 Data, Three Year Trends, Diversion Trends, as well as the Subcommittee's strategy to address diversion in identified counties. The PowerPoint presentation complements the handout. Presentations have been made to Juvenile Judges Meeting (2<sup>nd</sup> and 3<sup>rd</sup> district), Probation Chiefs, Trial Court Executives, Diversion Staffs and Supervisors (2<sup>nd</sup>, and 4<sup>th</sup> district), Probation Chief Meeting (statewide), Council on Diversity Affairs, Law Enforcements (SL County Sheriff's Office and Salt Lake PD Chiefs and Deputies Chiefs), Salt Lake County Mayor's Office, as well as Council of Governments which consists of 16 Salt Lake County City Mayors and their staff members. Future plans include presentations to law enforcement agencies and legislators.</p>
<p>8. Create Community Relations Training Curriculum for Utah's Peace Officers and Standards Training (POST)</p>	<p>In an unexpected turn, when the Subcommittee decided to conduct a meeting at Police Officers Standards and Training (POST). The DMC Chair invited POST Directors to update minority youth scenarios which the Subcommittee</p>

	<p>submitted at the end of 2008. The discussion led to a request from POST's Director to update their Cultural Diversity Training. Since April 2009, a Working Group was formed to develop a more effective cultural diversity training for POST. An assessment process that included an online survey to minority community leaders (27 participants), youth focus groups targeting youth who had been through the juvenile justice system (3 groups with 25 participants), and Law Enforcement Focus Groups (3 groups with 21 participants representing 9 agencies). The Working Group had developed goals and objectives for the class. It was proposed to contract with the University of Utah's Center for Public and Policy and Administration (CPPA) for consultation and writing the curriculum. In a collaborative effort, a \$12,000 contract with CPPA was split between two entities; UBJJ Board (Utah's SAG) appropriated 2/3 and POST shared 1/3 of the funding.</p> <p>Additional assessments were conducted by CPPA, findings and recommendations were completed in March of 2010 and presented to OJJDP's State Representative, Elizabeth Wolfe, during her site visit to the State March 15-18, 2010. CPPA has drafted the curriculum structure and the Working Group will develop additional scenarios to be included in the training.</p> <p>It is anticipated that the Curriculum will be complete in April to be piloted with POST's spring training, which starts April 5, 2010. The pilot program will be evaluated for final adjustment and present to POST Council for approval to be used permanently. The Working Group, POST, and CPPA will work closely through the process for final product and implementation.</p> <p>Once the curriculum is approved, it will apply to other satellite sites, and the Subcommittee will strategize to implement the training with current law enforcement officers.</p>
<p>9. Integrate community relations training into other training modules.</p>	<p>As awareness is raised of DMC issues across "professional communities," agencies are asked to collaborate in implementing the Community Relations Training. There are two goals in this strategy: 1) Agencies should take the lead in encouraging their staff to attend the training, by making the Community Relations training a priority or a mandate rather than optional. 2) Challenge the agency's</p>

	<p>culture on diversity issues, rather than seeing it as a deficit. It should motivate and encourage staff to celebrate the diverse community they serve. The final product of the Community Relations training will offer this positive attitude toward diversity training.</p>
10. Ensure that cultural competency training continues to be offered throughout the state.	<p>In collaboration with Juvenile Justice Services and Juvenile Court Administration, efforts are in place to continue cultural competency training for new employees as well as continuing education for current employees.</p>
11. Ensure that all subgrantees provide culturally competent services to youth.	<p>A portion of the Request for Proposal (RFP), requires subgrantees to include a plan to address cultural competency. Points are given to those proposals with a specific, in-depth plan to address and increase awareness of cultural competency for their personnel.</p>
12. Encourage all agencies providing services within the juvenile justice system provide services in a culturally competent manner.	<p>As part of the grant agreement, all employees of Juvenile Justice Services, Juvenile Court, and their services providers are required to include cultural competency training as part of their contract.</p>
13. Continue to sponsor projects designed to reduce Utah's disproportionate representation of minority youth in the juvenile justice system.	<p>As reported in the 2009 UBJJ Annual Report to the Governor and State Legislature, the FY09 Funding supported four DMC projects aimed at improving competencies of minority offenders. Two programs target minority girls in the Salt Lake and Ogden areas who are living in low income, high crime neighborhoods. These girls are at high risk on most factors. (The two projects are also classified as gender specific programming.) A third project provides parenting classes and life skills to Hispanic youth in Summit County with 1 or 2 offences. These three projects served 80 youth. Only 9% of participating youth in these programs reported a new offense. The fourth program involves the continued hiring of a DMC Coordinator to ensure Utah's compliance with the DMC Core Requirement of the JJDP.</p>
14. Encourage efforts to further diversify the juvenile justice workforce.	<p>Several steps have been taken in this regard. The Subcommittee has collaborated with the Salt Lake County Council on Diversity Affairs – an advisory board to the Salt Lake County Mayor on diversity and services delivery issues to the minority community. The DMC Coordinator participates as a member and chairs of the Law-Enforcement Subcommittee. The Law-Enforcement Subcommittee set two goals. One was to diversify the workforce in the Salt Lake County Sheriff's Office to reflect the population served. The Law-Enforcement Subcommittee worked on various projects, such as</p>

	conducting a recruitment and orientation for law enforcement jobs in the minority community, set up workshops to help potential candidates pass the POST Exam, and train candidates on job interview skills. The second goal was to reduce the disproportionate minority youth representation in the juvenile justice system for Salt Lake County. The DMC Coordinator brings DMC issues directly to this group for discussion and solutions. It's a hope that this approach, as a pilot project (recruitment and orientation), will be successful and can be recreated in other jurisdictions in the future. This is an on-going project.
15. The DMC Subcommittee will meet on a regular basis throughout the year.	The Subcommittee has been meeting on a monthly basis with the exception to July and December, and has scheduled meetings for the remainder of the year. The Working Groups meet as needed to work on the subcommittee's objectives and goals.
16. Update Utah's DMC Strategic Plan.	The Subcommittee and Coordinator have completed the Utah's FY2009-2011 DMC Compliance Plan. The plan was completed and submitted to OJDJDP March 31, 2009. It was determined eligible by OJJDP on August 24, 2009 for which Utah will receive 20% of the FY2010 Formula Grant. Data are collected and analyzed annually. Plan is revised based on new data. The Coordinator, in coordination with Subcommittee chair, will monitor, evaluate, and revise the plan on the on-going basis.